



TARGET NEL CIC

Safeguarding Children and Young People Policy

Introduction:

The Children Act 1989 definition of a child is: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or are in hospital.

This policy has been updated with reference to the draft Statutory guidance for schools and colleges - Keeping Children Safe in Education (KCSIE) statutory guidance 2023 and North East Lincolnshire Council Safeguarding Children arrangements.

TARGET NEL CIC abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

- We recognise the welfare of children is paramount in all the work we do and in all the decisions we take.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers, and other agencies is essential in promoting young people's welfare.

Purpose and aims:

TARGET NEL CIC has a responsibility to work with partners and service users to ensure that vulnerable children and young people who are at risk of abuse receive protection and support.

The main purpose of this policy is to:

- Protect children and young people who access activities delivered by or on behalf of TARGET NEL CIC from harm

This policy applies to anyone who is working on behalf of TARGET NEL CIC including paid staff, volunteers, sessional workers, service providers, agency staff and students.

Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Key principles:

TARGET NEL CIC aims to Prevent, Protect and Support vulnerable children and young people.

The main aims of this policy are to implement and maintain systems of working practice to safeguard children and young people involved in its activities. These can be seen in detail by accessing the safer NEL Guidelines and Procedures and the Child Protection Procedures (NE Lincolnshire Council). These cover such topics as:

- - Information sharing
 - Partnership working
 - What to do if you think a child is being abused
 - Good practice
 - Bullying
 - Photography (See GDPR Policy)
- Ensure that concerns about abuse are reported promptly to the appropriate authorities.
- Offer guidance, training and support to all employees, volunteers and directors involved in the company's activities to assist them in recognising and responding to the signs of possible abuse, and to protect themselves against allegations of abuse.
- Ensure that the company's role and responsibility in protecting vulnerable children and young people from abuse is clear.
- Raise awareness of issues and procedures around safeguarding children.
- Work in compliance with the Local Safeguarding Children Procedures (set out in LSCB guidelines and procedures and child protection procedures, N. E Lincolnshire Council)

All TARGET NEL CIC staff have responsibility to provide a safe environment in which children can learn and will be prepared to identify children who may benefit from early help. Any staff who have concerns about a child's welfare will follow the processes identified. Staff will support social workers and other agencies throughout any referral and be supported by the Designated Safeguarding Lead to carry out their duties. The Designated Safeguarding Lead will liaise closely with other services such as the local authority and children's social care. The Designated Safeguarding Lead will have a complete safeguarding picture and devise actions based on the response to safeguarding concerns.

Child Abuse:

Children may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are four main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Bullying and cyberbullying
- Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming

- Historical abuse
- Online abuse

All staff will be aware of safeguarding issues that can put children at risk of harm. Behaviours linked to such issues as drug taking, alcohol abuse, deliberately missing education, sharing of nudes or semi-nude images/video and sexting (also known as youth produced sexual imagery), exploitation and child mental health put children in danger.

Children with special educational needs or disabilities (SEND) or certain medical or physical health conditions can face additional safeguarding challenges both online and offline. TARGET NEL CIC recognise the fact that additional barriers can exist when recognising abuse and neglect in this group of children.

These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration.
- These children being more prone to peer group isolation or bullying (including prejudice-based bullying)
- The potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs, and communication barriers and difficulties in managing or reporting these challenges.
- Cognitive understanding – being unable to understand the difference between fact and fiction in online content and then repeating the content/behaviours in schools or colleges or the consequences of doing so.

Any reports of abuse involving children with SEND will therefore require close liaison with the Designated Safeguarding Lead.

Safeguarding children:

Safeguarding children is defined in Working Together to Safeguard Children 2018 as:

- protecting children from maltreatment.
- preventing impairment of children's health or development.
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.

In safeguarding children, TARGET NEL CIC are committed to the principles to the safeguarding children partnership.

<https://www.safernel.co.uk/safeguarding-children-partnership/>

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

TARGET NEL CIC should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people.

The PREVENT duty

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counter Terrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the PREVENT duty.

These organisations include:

- Schools
- Registered childcare providers
- Local authorities
- Police
- Prisons and probation services
- NHS trusts and foundations.
- Other organisations may also have PREVENT duties if they perform delegated local authority functions.

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is, in itself, a form of harm.

Extremism is vocal or active opposition to fundamental British Values and the Protected Characteristics.

Training and Awareness:

TARGET NEL CIC will ensure an appropriate level of safeguarding training is available to its Directors, Employees, Volunteers, and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees or volunteers who are working with children, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding Alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy.

Safer NEL Partnership provides free safeguarding training for community groups from North East Lincolnshire

<https://www.safernel.co.uk/jobs-and-training/childrens-workforce-development/>

Confidentiality and Information Sharing:

TARGET NEL CIC expects all employees, volunteers, and directors to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection. (See data protection policy)

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed**. For further guidance on information sharing and safeguarding see data protection policy.

Recording and Record Keeping:

A written record must be kept about any concern regarding a child or young person with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decisions made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Safe Recruitment & Selection:

TARGET NEL CIC is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children and young people from people unsuitable to work with them or have contact with them.

TARGET NEL CIC has policies and procedures that cover the recruitment of all directors, employees, and volunteers. See code of conduct.

Social Media:

All employees and volunteers should be aware of TARGET NEL CIC's social media policy and procedures [social media Policy] and the Code of conduct for behaviour towards the children we support.

Whistle Blowing:

It is important that people within TARGET NEL CIC have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement by TARGET NEL CIC to protect whistle blowers.

Further information can be found on the safer NEL website

<https://www.safernel.co.uk/wp-content/uploads/2021/11/Whistleblowing-or-raising-concerns-at-work.pdf>

Managing disclosures:

If a child discloses abuse, it is important that as far as possible, the following basic principles are adhered to:

Listen to what the child has to say with an open mind

- Do not ask probing or leading questions designed to get the child to reveal more
- Never stop a child who is freely recalling significant events
- Make a note of the discussion, taking care to record the timing, setting and people present, as well as what was said

- Do not ask children to write a statement
- Never promise the child that what they have told you can be kept secret. Explain that you have responsibility to report what the child has said to someone else

THE SAFEGUARDING LEAD OFFICER MUST BE INFORMED IMMEDIATELY

Designated Safeguarding Lead for TARGET NEL CIC

Joanne Lord

Email – jlord@targetgy.co.uk

Contact number – 07360177014

If you are ever concerned that a child is in immediate danger, you should contact the police on 999.

Safeguarding children and young people is the responsibility of everyone. If you are concerned that a child is being abused, or they may be at risk of harm, you should contact our Integrated Front Door Service (IFD) to make a referral:

- Members of the public and professionals can call the IFD on 01472 326292 (option 2, option 2) (Monday to Thursday 8.30am to 5pm and Friday 8.30am – 4.30pm).

You must ensure that all relevant information, including parental consent or clear reasons why this has not been obtained, is provided to ensure that the referral can be progressed as effectively as possible. You will receive acknowledgement of your contact being received, should you not receive this please follow up to ensure your information has been received. Professionals will be expected to follow up their referral in writing.

If you are a professional and aware that the child/family has an allocated Social Worker, the team can be reached on 01472 326292 option 2, option 1.

What to expect when calling the IFD to make a referral

You can expect to be asked:

- Have you spoken to parents about your worries, if not why? what have parents said?
- Who is in the family network and the TAF supporting the family? Please have names, numbers, address etc ready.
- What are your worries? What has led to you calling today?
- What makes the worry more of a worry today than yesterday?
- What actions you have taken if any to reduce these worries.
- What is the impact on the child?
- Who could help the family?
- If there is an injury – what does this look like? What is the child saying? Why does it concern you?
- Has this happened before?
- Scaling

Urgent reports/out of hours

Children's Social Care also run the Emergency Duty Team (EDT), which you can contact on 01472 326292 (option 2).

This service is an EMERGENCY ONLY service open from 5pm to 8:30am, Monday to Thursday and 4.30pm Friday to 8.30am Monday.

Please only contact the Emergency Duty Team if you have a concern whereby a child is at immediate risk of harm and the call cannot wait until the following morning when a Social Worker will be available to take your call.

Allegations against staff

An allegation against a person working with children can be made by people in a range of different circumstances. Some allegations are made by children, some allegations are made by colleagues or other professionals, others are made by parents or members of the community.

Everyone who receives information about an allegation should take it seriously and keep an open mind as to whether it might be true.

The majority of allegations against professionals or volunteers relate to their behaviours towards a child or children in the workplace. However, some concerns reported to the LADO relate to the professional's or volunteer's personal life or to their care of their own children.

Finally, in some cases, there may have been an allegation of abuse against someone closely associated with a member of staff and there are concerns that it may present a risk of harm to children for whom the member of staff is responsible.

In all cases, the general principles set out below apply:

The person receiving the report should:

- make sure children are safeguarded
- write down what has been said and record the circumstances in which the allegation was made
- report the matter to the safeguarding lead or director of the company if necessary.

The person receiving the report should not:

- ask leading questions if seeking clarification
- make assumptions or offer alternative explanations
- promise confidentiality but assurance should be given that the information will only be shared on a 'need to know' basis.

Refer to **LADO** within one working day of allegation being made

If an allegation requires immediate attention but is received outside normal office hours, the designated manager should consult the children's social care emergency duty team or local police and inform the LADO as soon as possible.

The Contact Details for North East Lincolnshire Local Authority Designated Officers (LADO) is:

Email: lado@nelincs.gov.uk Telephone: 01472 326118

Where an employee has had an allegation against them, they will be given the guidance for employees leaflet to support their understanding of the process.

This policy is reviewed every year by **all directors**.

This policy was agreed and adopted by TARGET NEL CIC Board of Directors on 05/04/2024.

Signed on behalf of the directors by:

A handwritten signature in black ink, appearing to read 'Joanne Lord', written in a cursive style.

Name in Capitals JOANNE LORD

Amended and updated by S Willerton (Director; HR & Community) July 2025
Agreed & accepted by the Board of Executive Directors (Date)